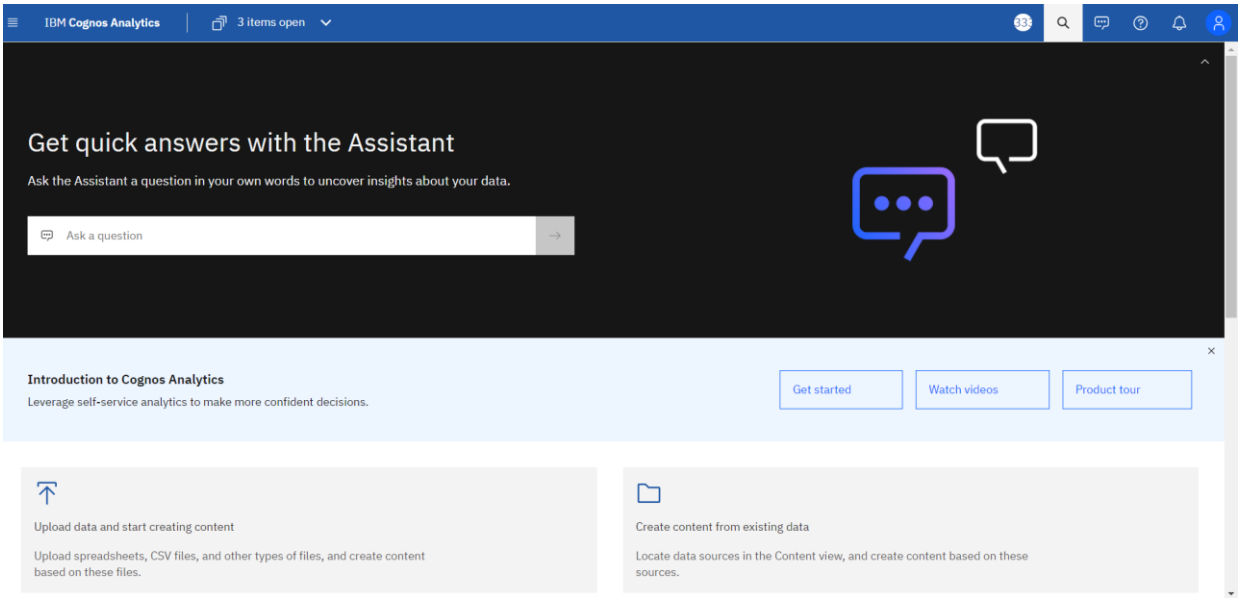
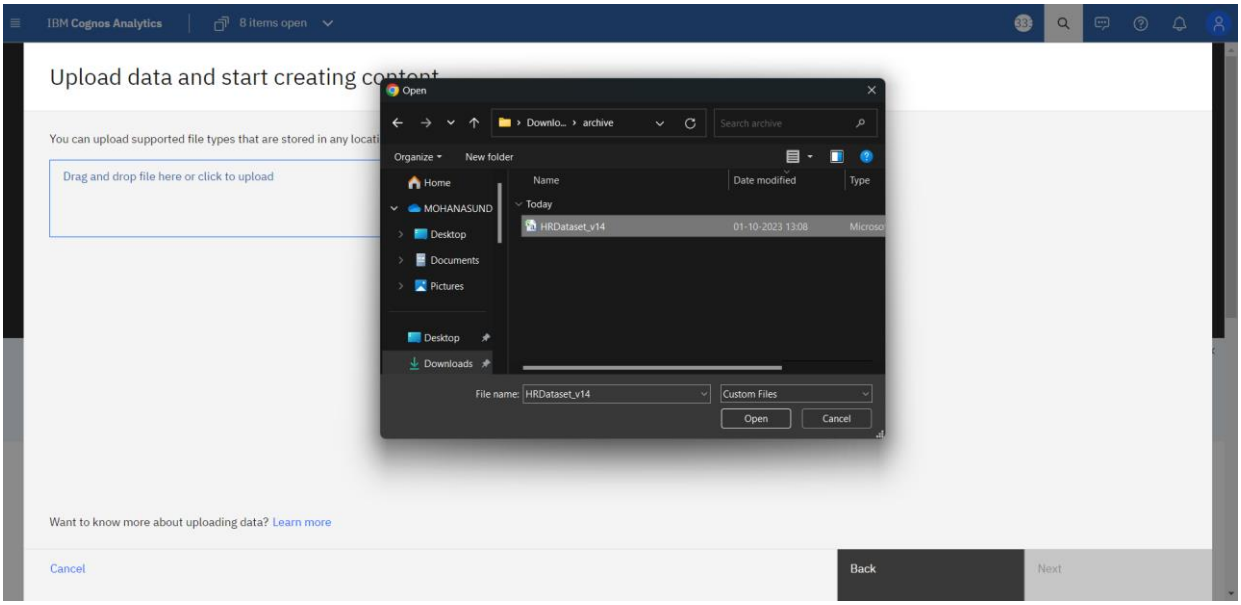
HR DATA ANALYSIS VISUALIZATION

NAME: OMSRE R

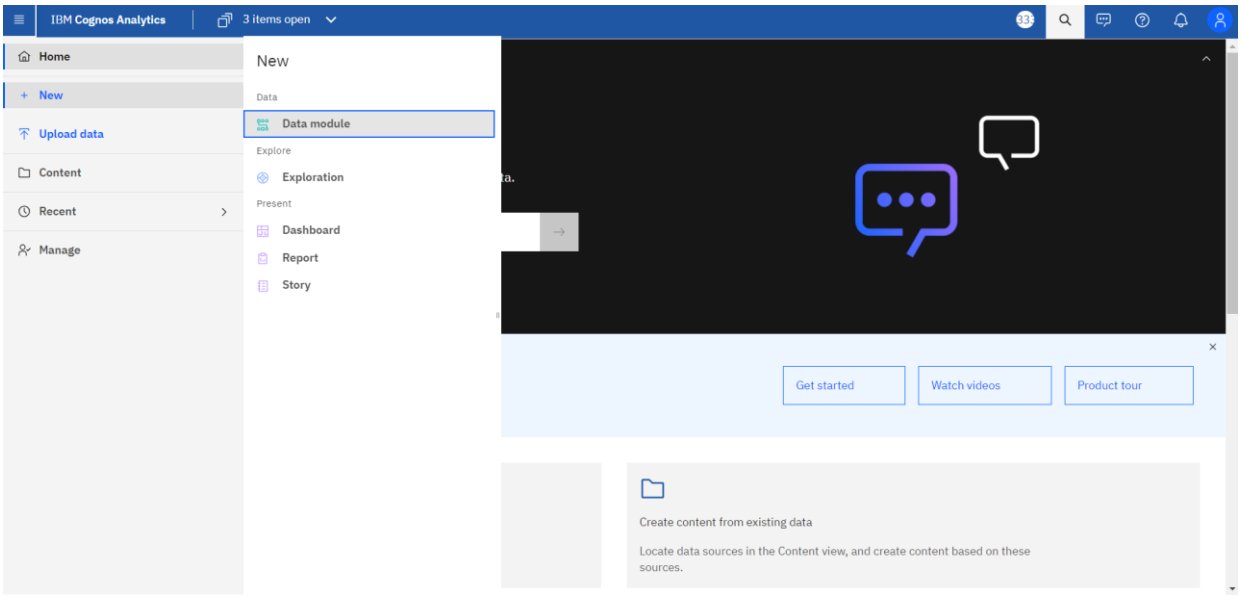
Upload the dataset, delete unnecessary column and create data module:

Step1: Upload the data (CSV file) in the Cognos.

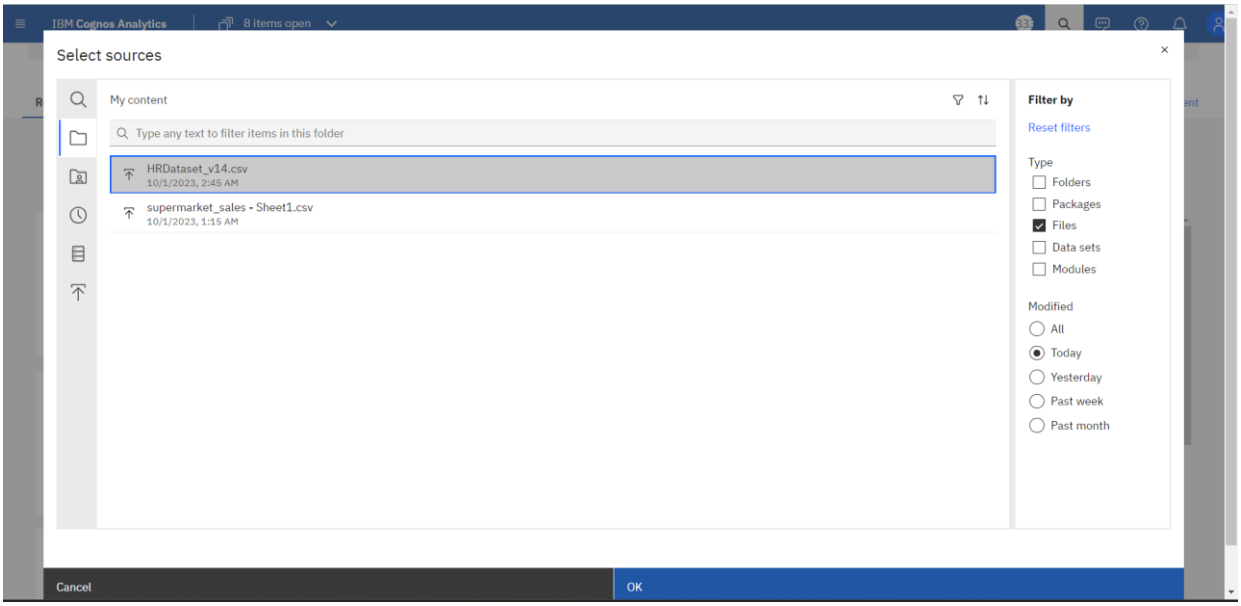




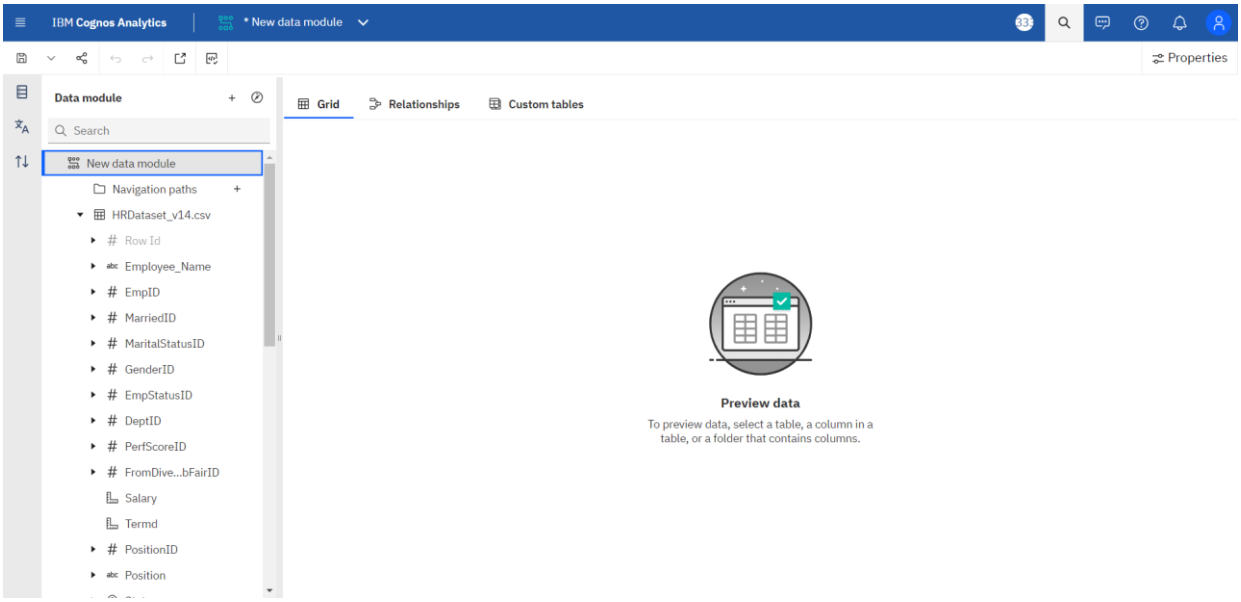
Step2: Create Data module.

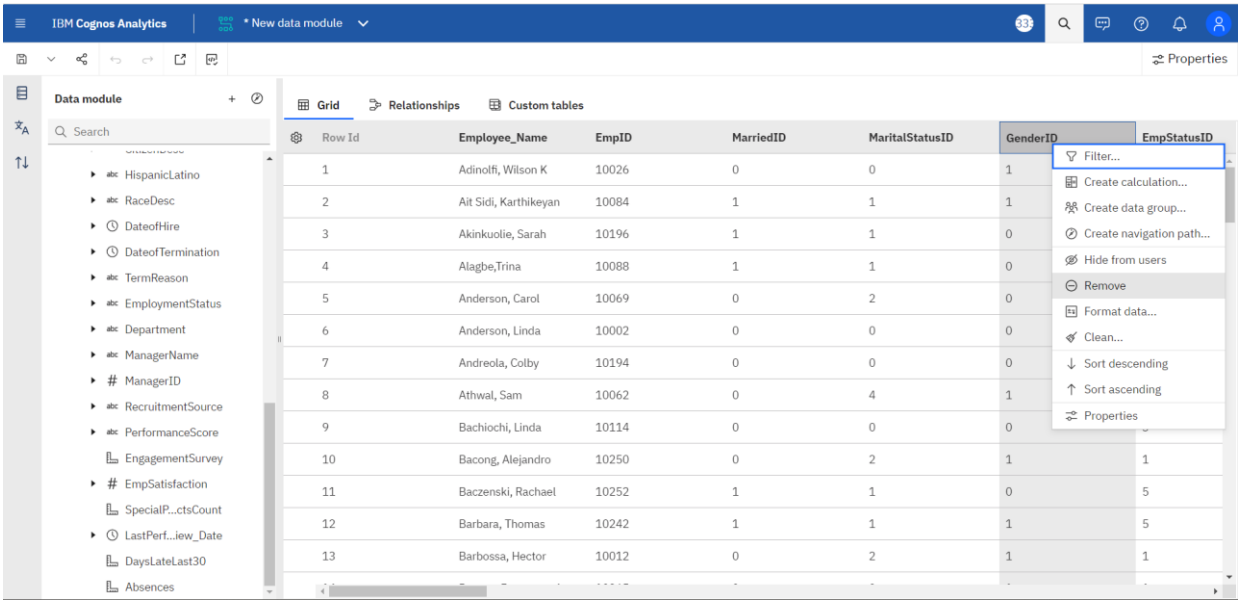


Step3: Select the source CSV file.



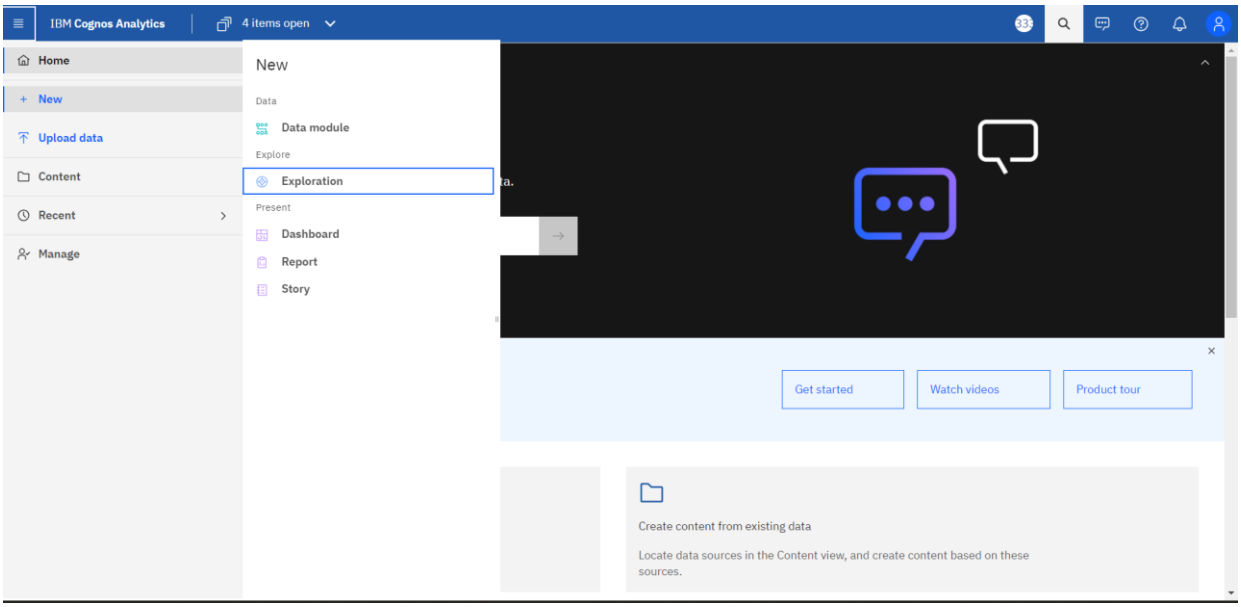
Step 4: After uploading, grid displays the table value of the CSV file. In that we able to delete or remove the unnecessary values.



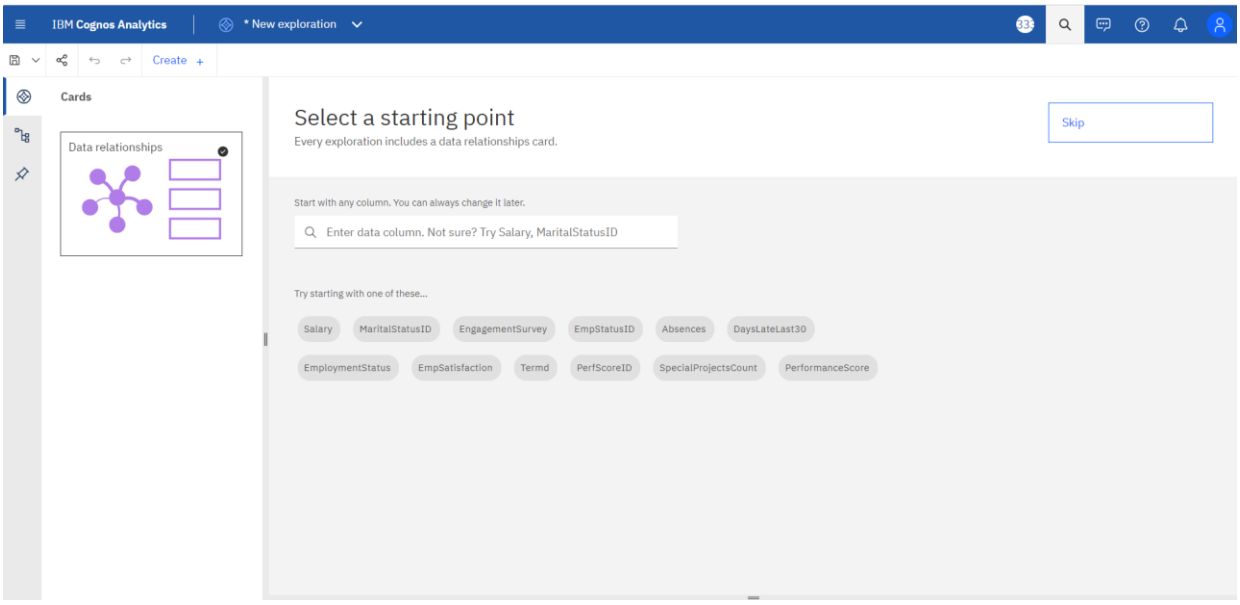


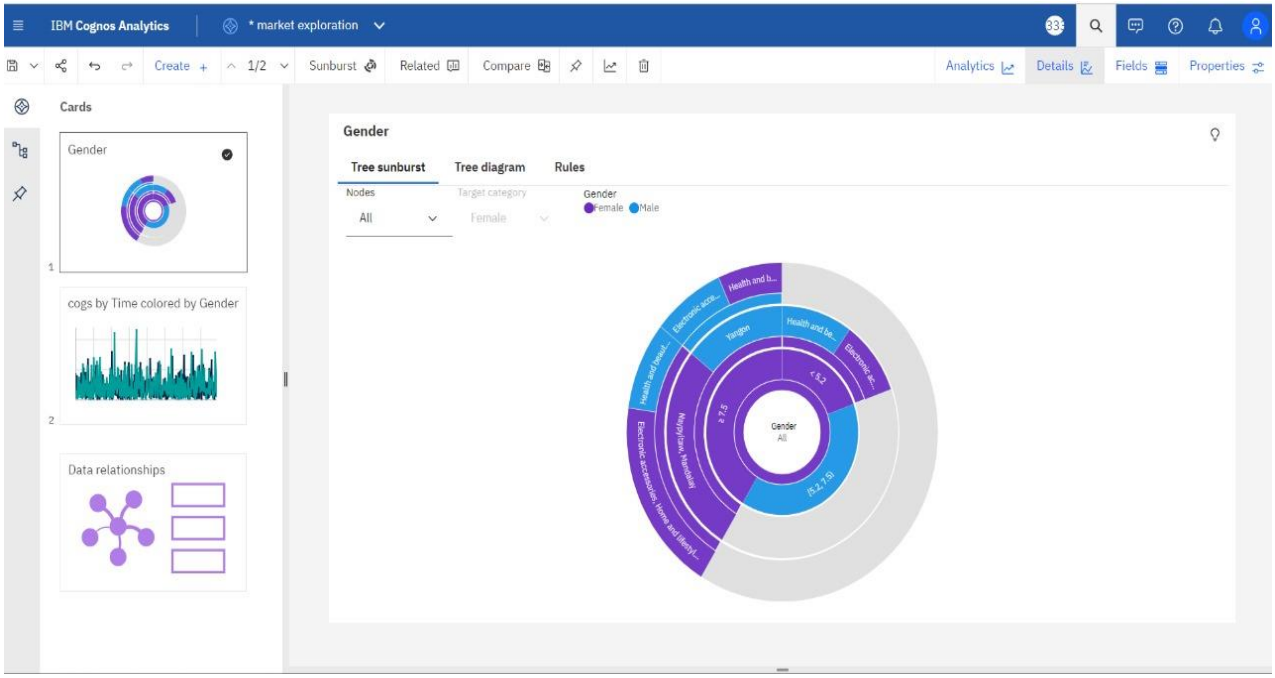
Explore the dataset:

Step1: Select the Exploration.



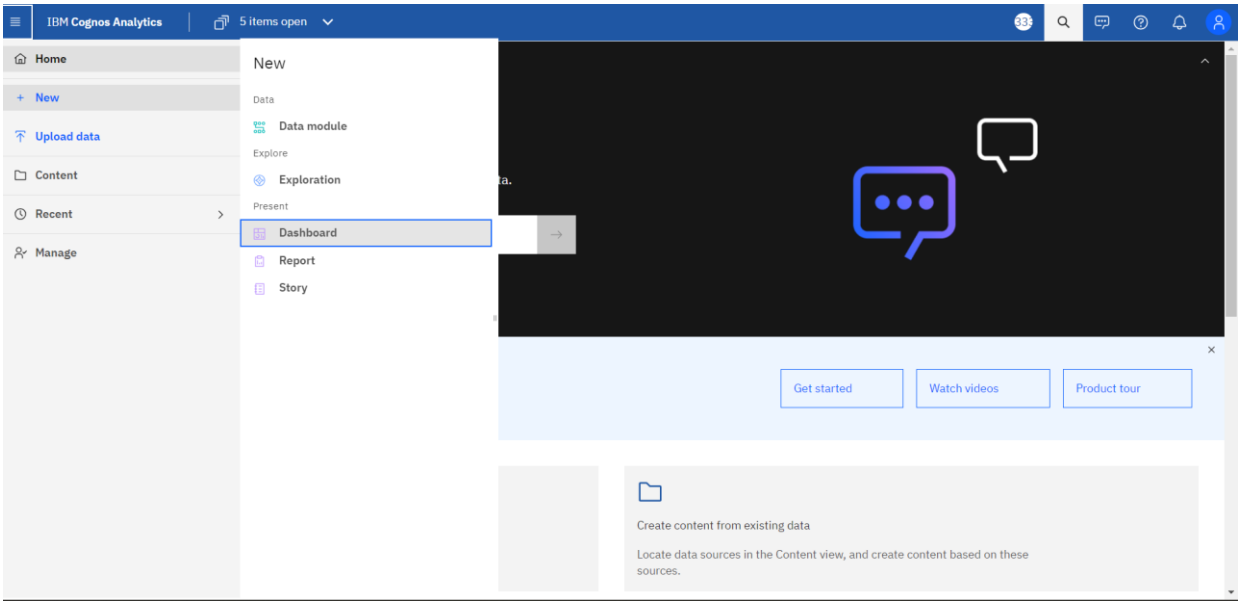
Step2: Explore the dataset.



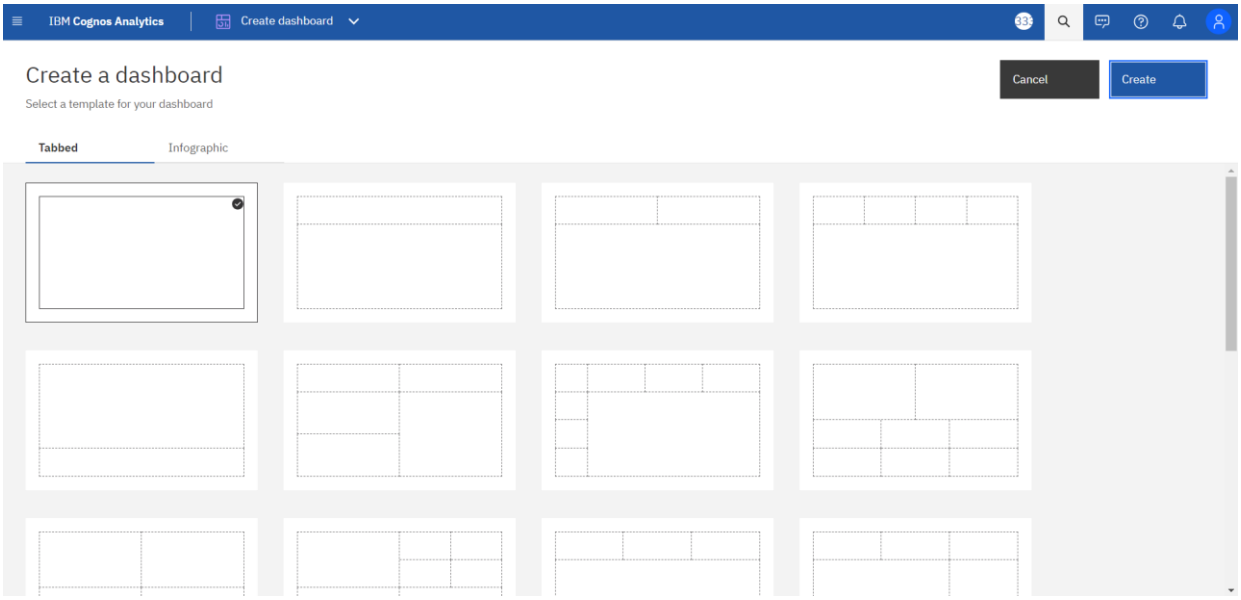

IBM Cognos Analytics
* market exploration
Create
1/2
Sunburst
Related
Compare
Analytics
Details
Fields
Properties
Cards
Gender
cogs by Time colored by Gender
Data relationships
Gender
Tree sunburst
Tree diagram
Rules
Nodes
All
Target category
Female
Gender
Female
Male
Gender
All

Visualize the Dataset:

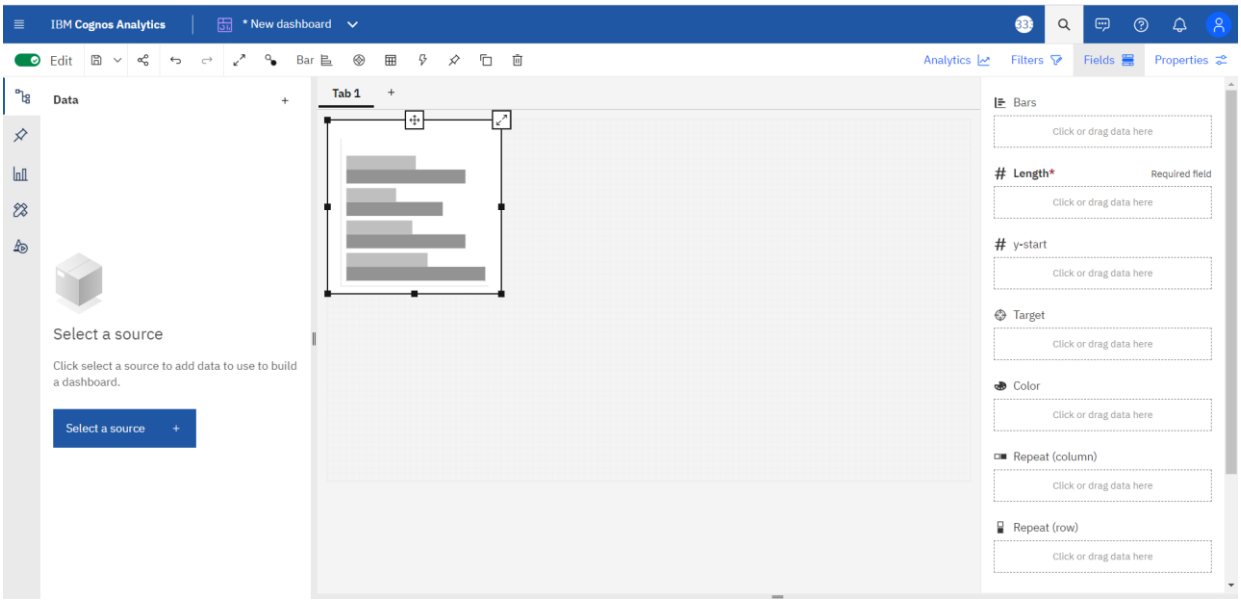
Step 1: Create the Dashboard.



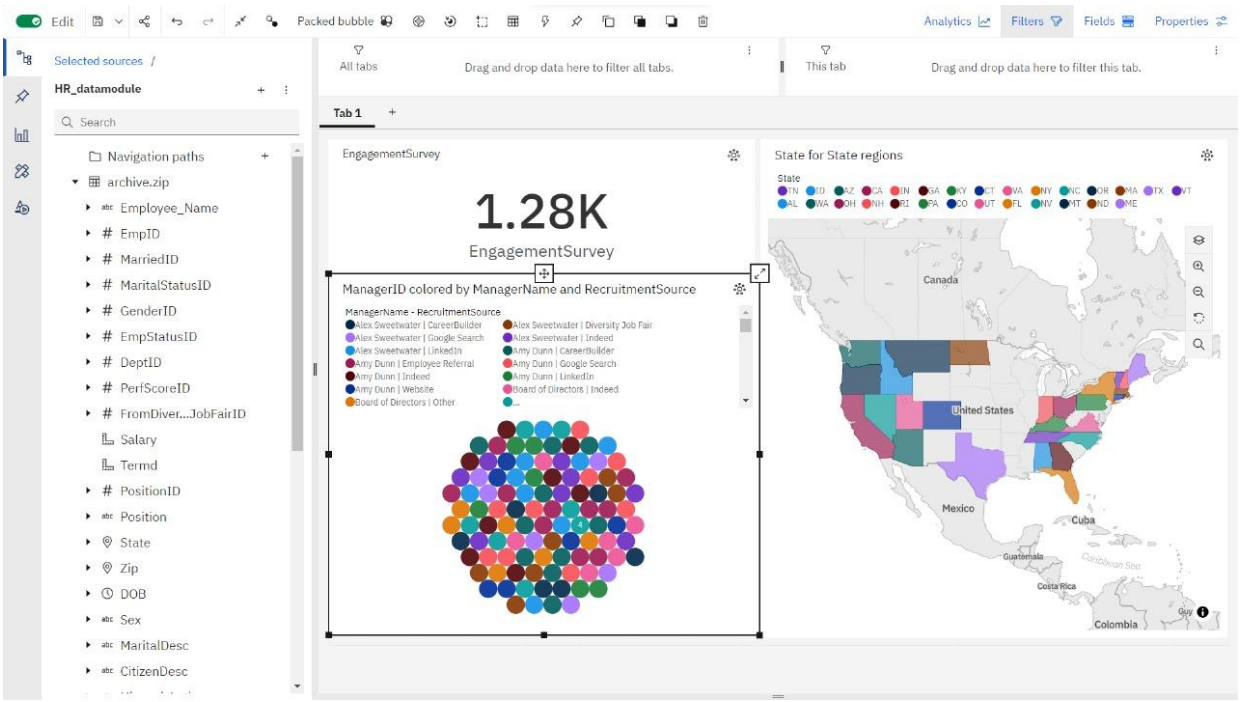
Step2: Create Template for the Dashboard.



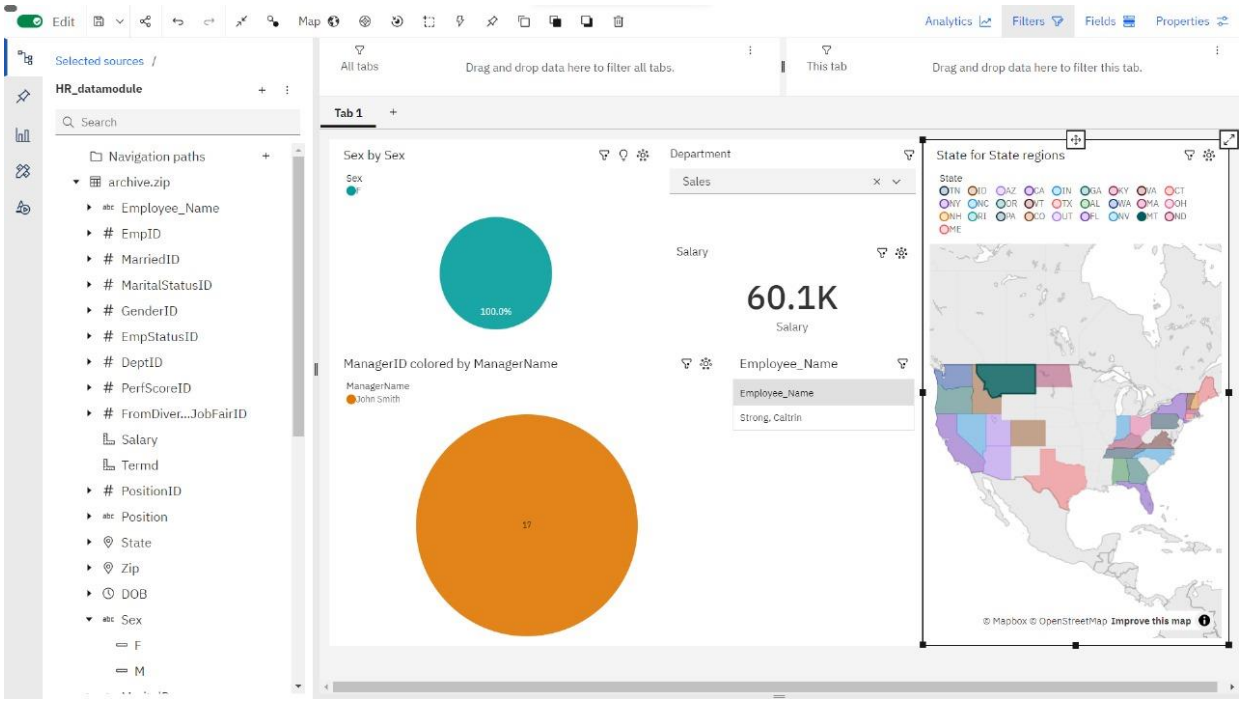
Step3: Choose Visualization type.

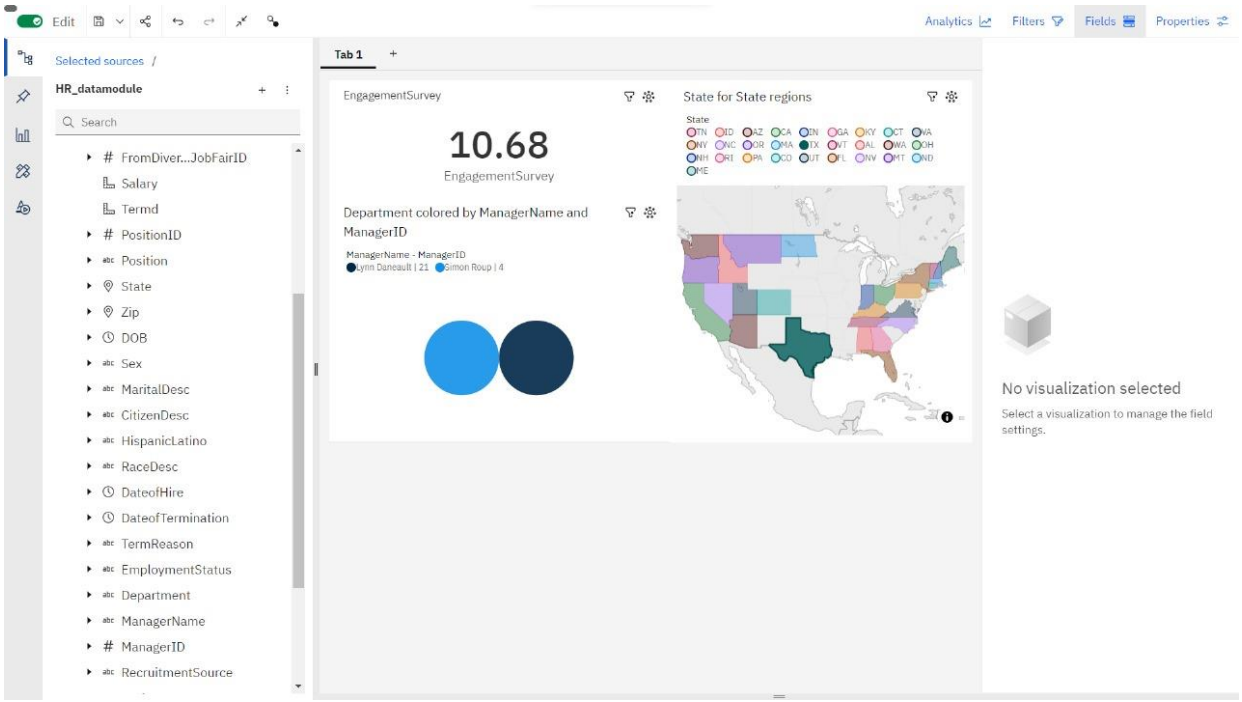


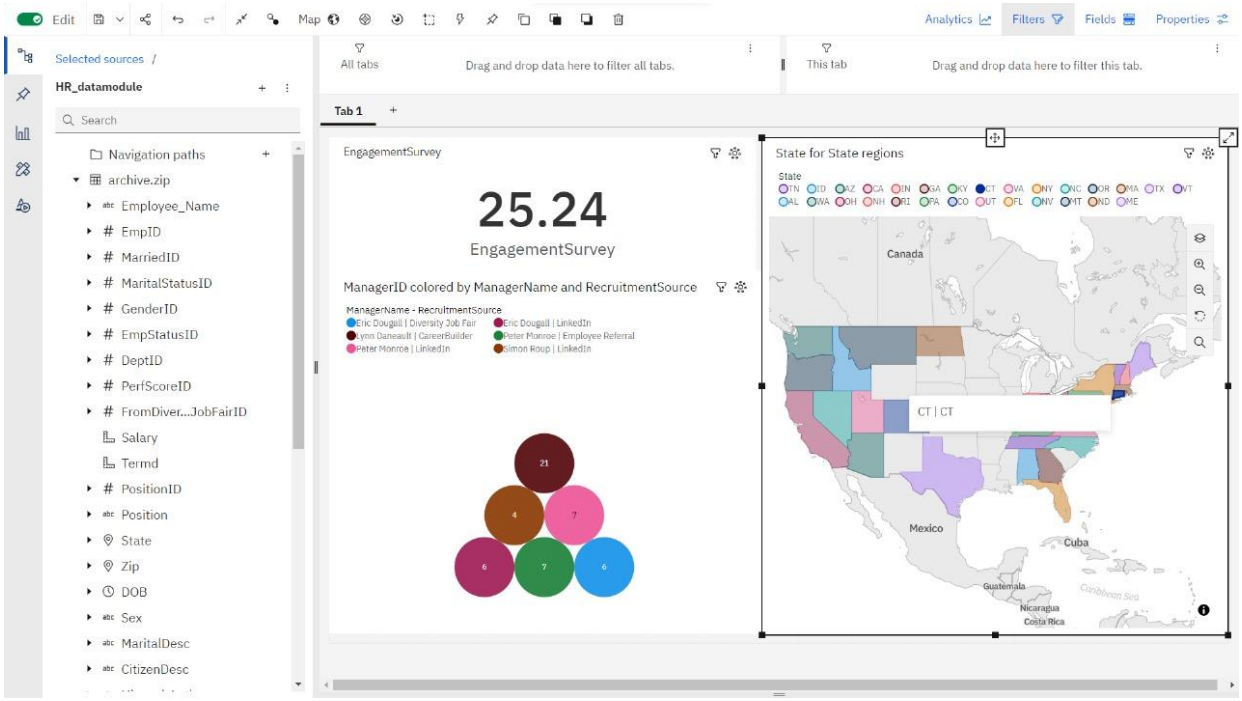
Step 4: Create Visualization Charts and Save it. Present the Data Sets.



Dashboard

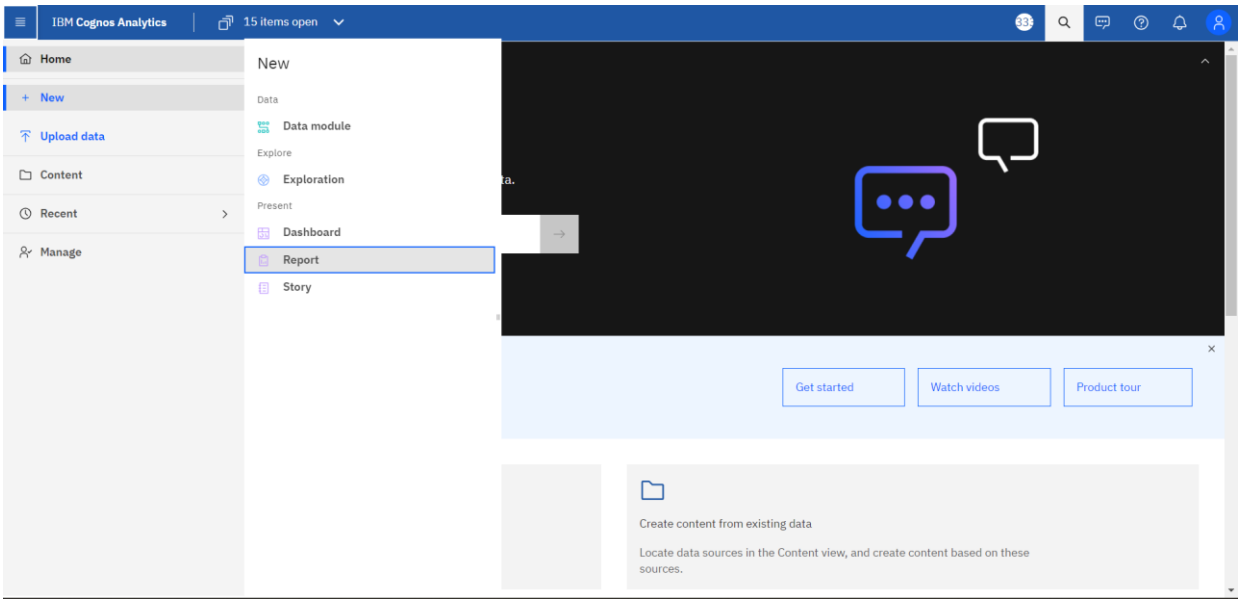

Edit
Map
Analytics
Filters
Fields
Properties
Selected sources /
HR_datamodule
Search
Navigation paths
archive.zip
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
F
M
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Tab 1
Sex by Sex
Sex
100.0%
Department
Sales
Salary
60.1K
Salary
State for State regions
State
ManagerID colored by ManagerName
ManagerName
John Smith
17
Employee_Name
Employee_Name
Strong, Caitrin
© Mapbox © OpenStreetMap Improve this map


Edit
Analytics
Filters
Fields
Properties
Selected sources /
HR_datamodule
Search
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
Tab 1
EngagementSurvey
10.68
EngagementSurvey
State for State regions
State
Department colored by ManagerName and ManagerID
ManagerName - ManagerID
Lynn Daneault | 21
Simon Roup | 4
No visualization selected
Select a visualization to manage the field settings.

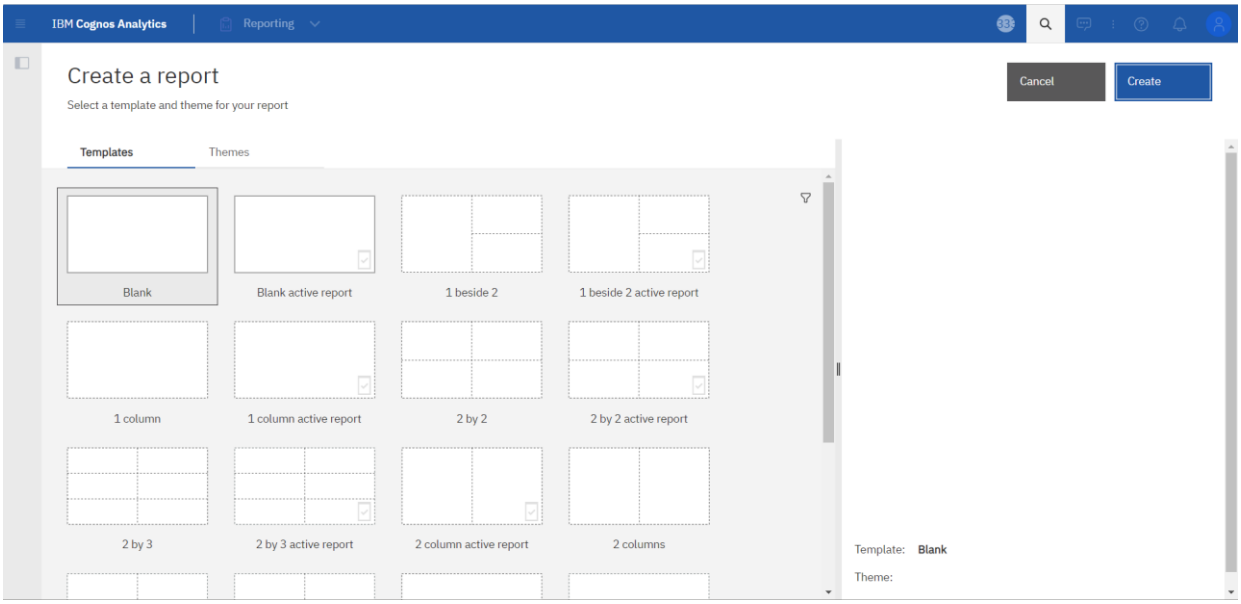

Edit
Map
Analytics
Filters
Fields
Properties
Selected sources /
HR_datamodule
Search
Navigation paths
archive.zip
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Tab 1
EngagementSurvey
25.24
EngagementSurvey
ManagerID colored by ManagerName and RecruitmentSource
ManagerName - RecruitmentSource
Eric Dougall | Diversity Job Fair
Eric Dougall | LinkedIn
Lynn Daneault | CareerBuilder
Peter Monroe | Employee Referral
Peter Monroe | LinkedIn
Simon Roup | LinkedIn
21
4
7
6
7
6
State for State regions
State
Canada
CT | CT
Mexico
Cuba
Guatemala
Nicaragua
Costa Rica
Caribbean Sea

REPORT GENRATION:

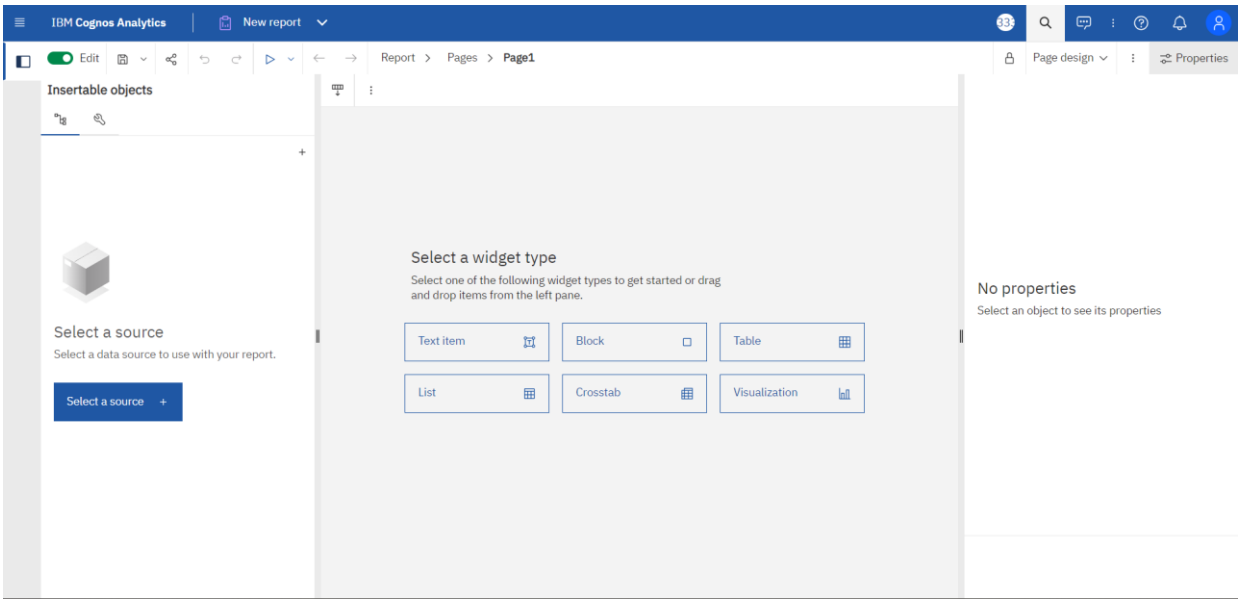
Step 1: Create the Report.



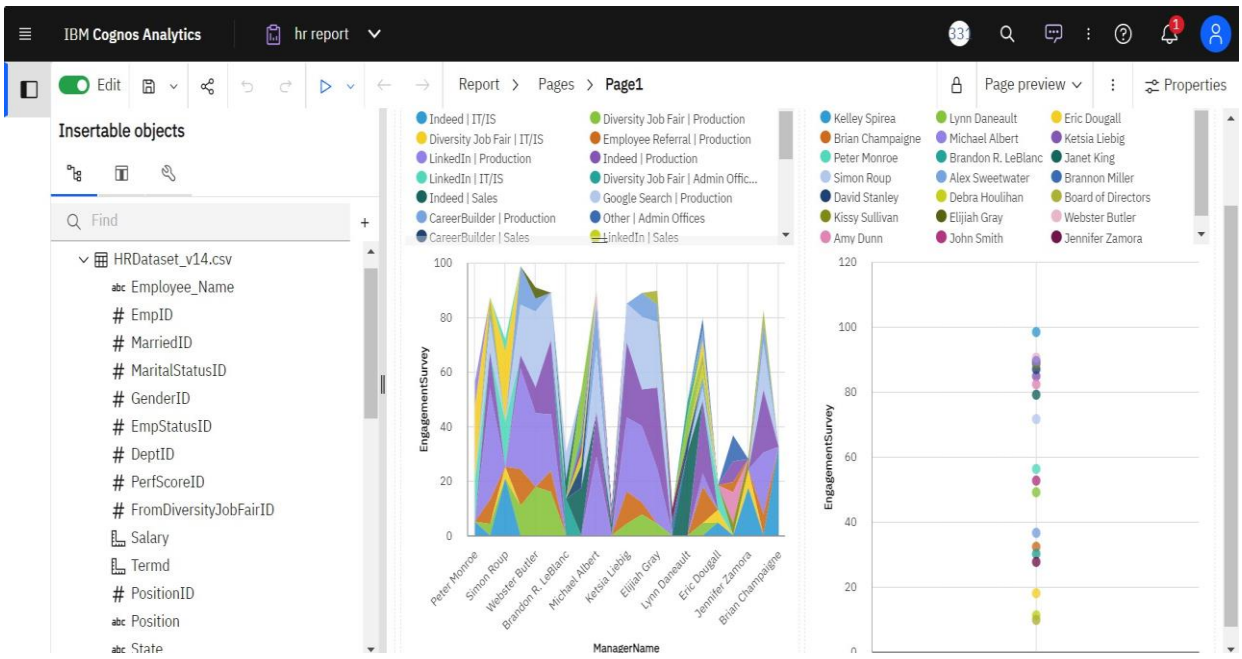
Step2: Create Template for the Report.



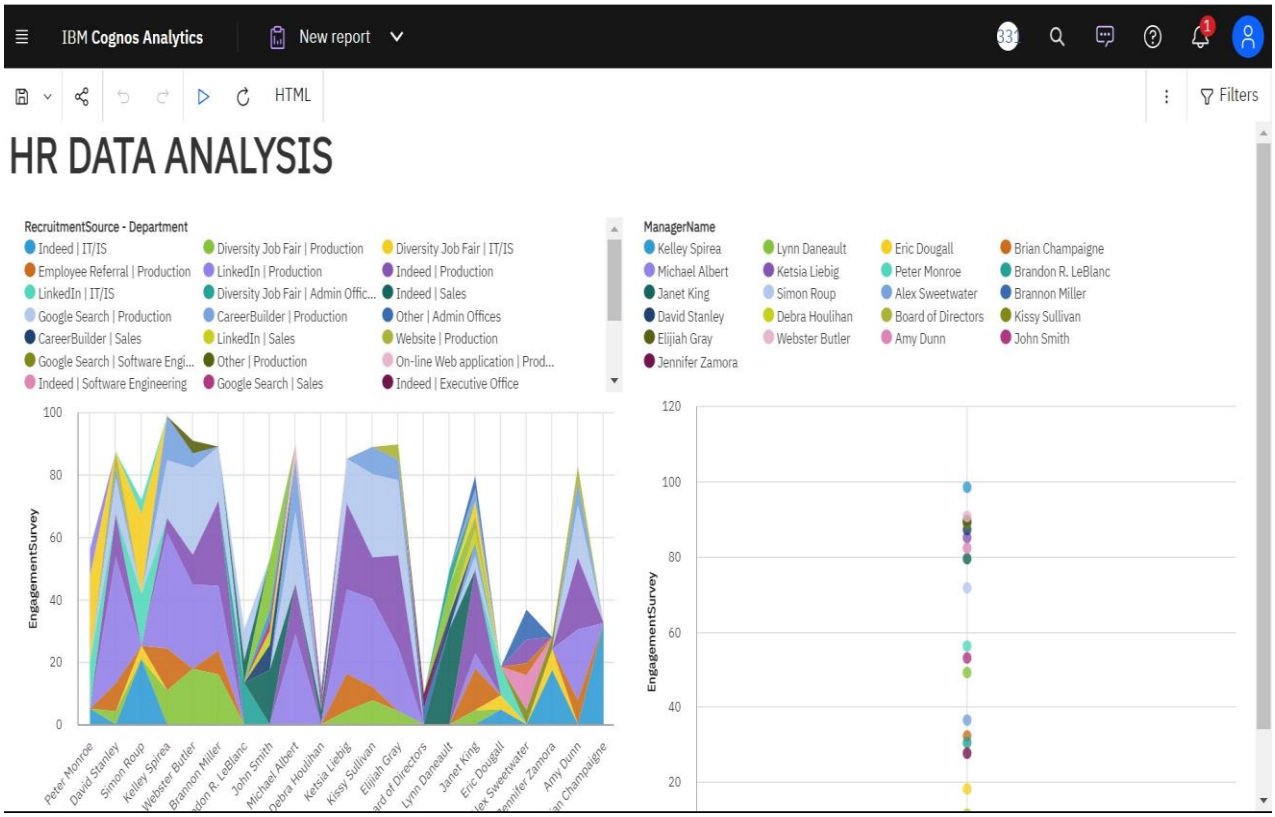
Step3: Choose widget type.



Step 4: Create Report and Save it. Present the Data Sets.

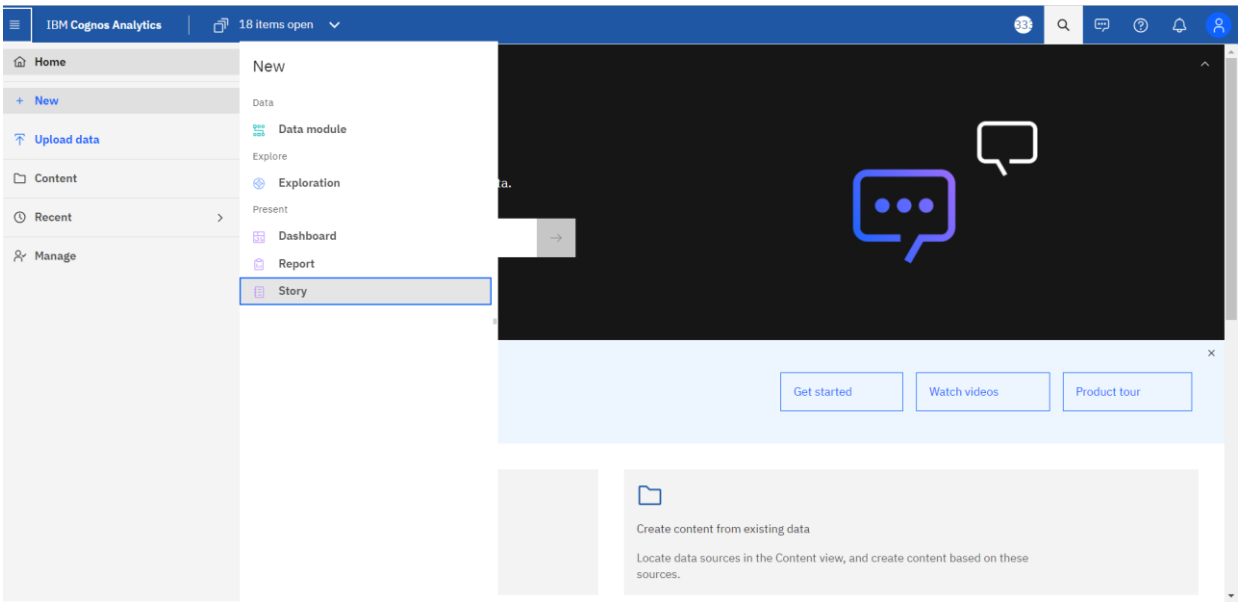


Report:

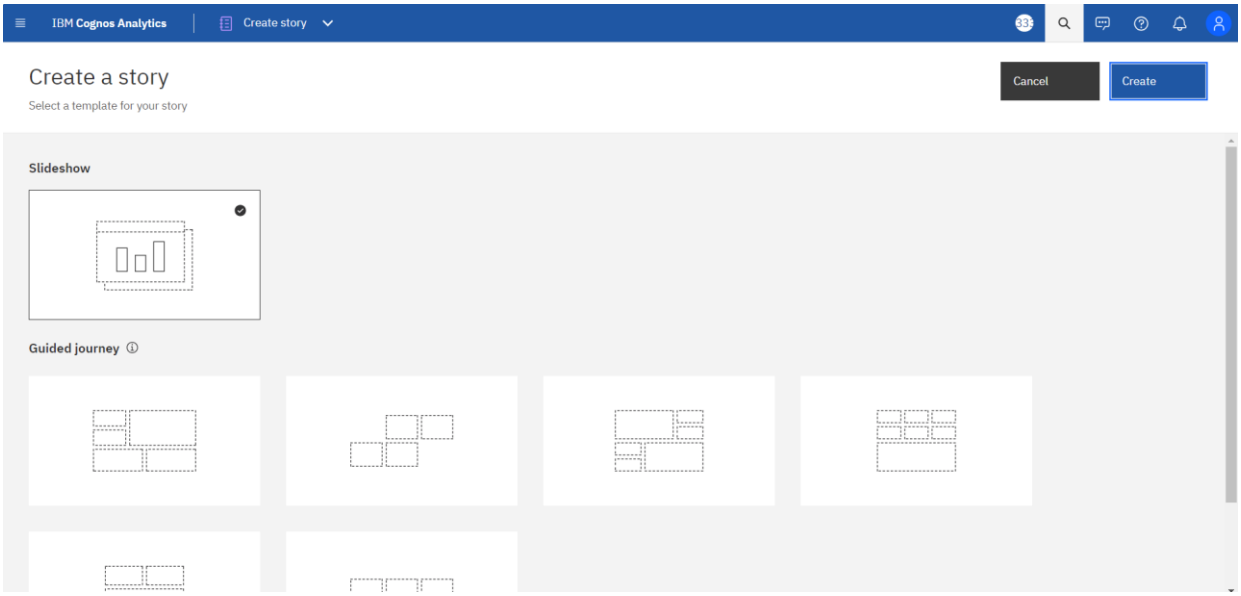

IBM Cognos Analytics
New report
HTML
Filters
HR DATA ANALYSIS
RecruitmentSource - Department
Indeed | IT/IS
Diversity Job Fair | Production
Diversity Job Fair | IT/IS
Employee Referral | Production
LinkedIn | Production
Indeed | Production
LinkedIn | IT/IS
Diversity Job Fair | Admin Offic...
Indeed | Sales
Google Search | Production
CareerBuilder | Production
Other | Admin Offices
CareerBuilder | Sales
LinkedIn | Sales
Website | Production
Google Search | Software Engi...
Other | Production
On-line Web application | Prod...
Indeed | Software Engineering
Google Search | Sales
Indeed | Executive Office
ManagerName
Kelley Spirea
Lynn Daneault
Eric Dougall
Brian Champaigne
Michael Albert
Ketsia Liebig
Peter Monroe
Brandon R. LeBlanc
Janet King
Simon Roup
Alex Sweetwater
Brannon Miller
David Stanley
Debra Houlihan
Board of Directors
Kissy Sullivan
Elijiah Gray
Webster Butler
Amy Dunn
John Smith
Jennifer Zamora
EngagementSurvey
100
80
60
40
20
0
Peter Monroe
David Stanley
Simon Roup
Kelley Spirea
Webster Butler
Brannon Miller
John Smith
Michael Albert
Debra Houlihan
Ketsia Liebig
Kissy Sullivan
Elijah Gray
Lynn Daneault
Janet King
Eric Dougall
Amy Dunn
EngagementSurvey
120
100
80
60
40
20

STORY GENRATION:

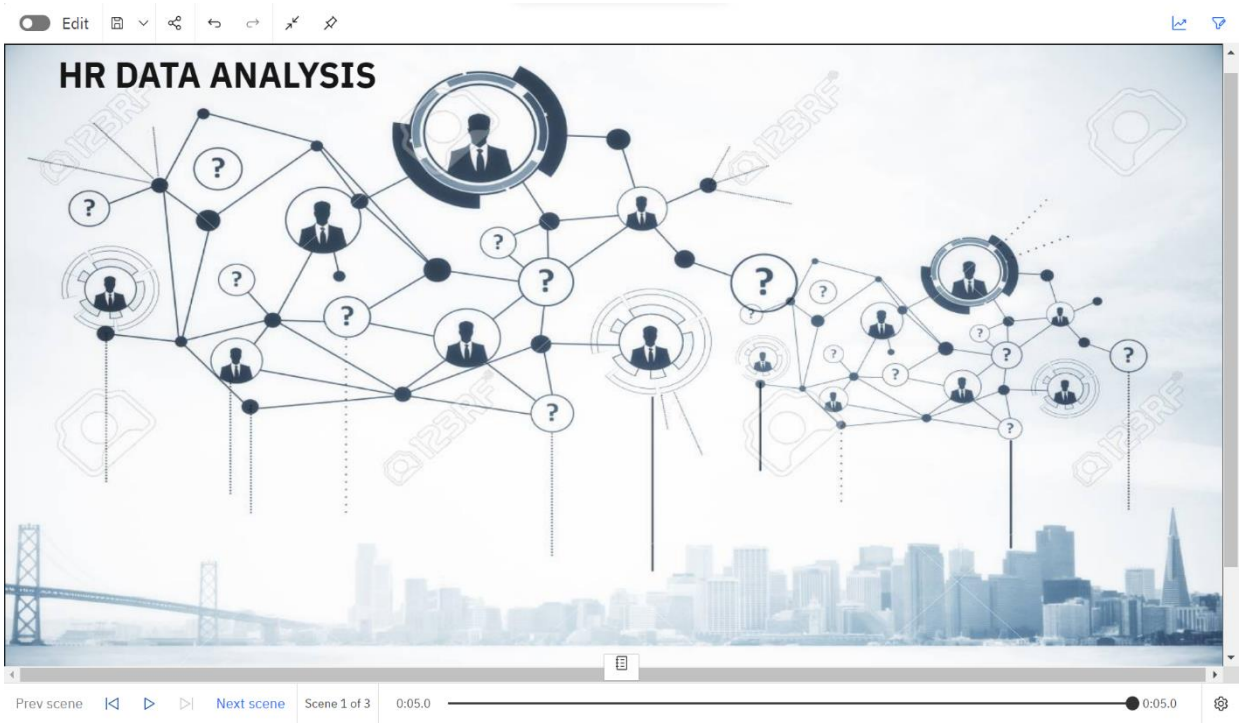
Step 1: Create the Story.

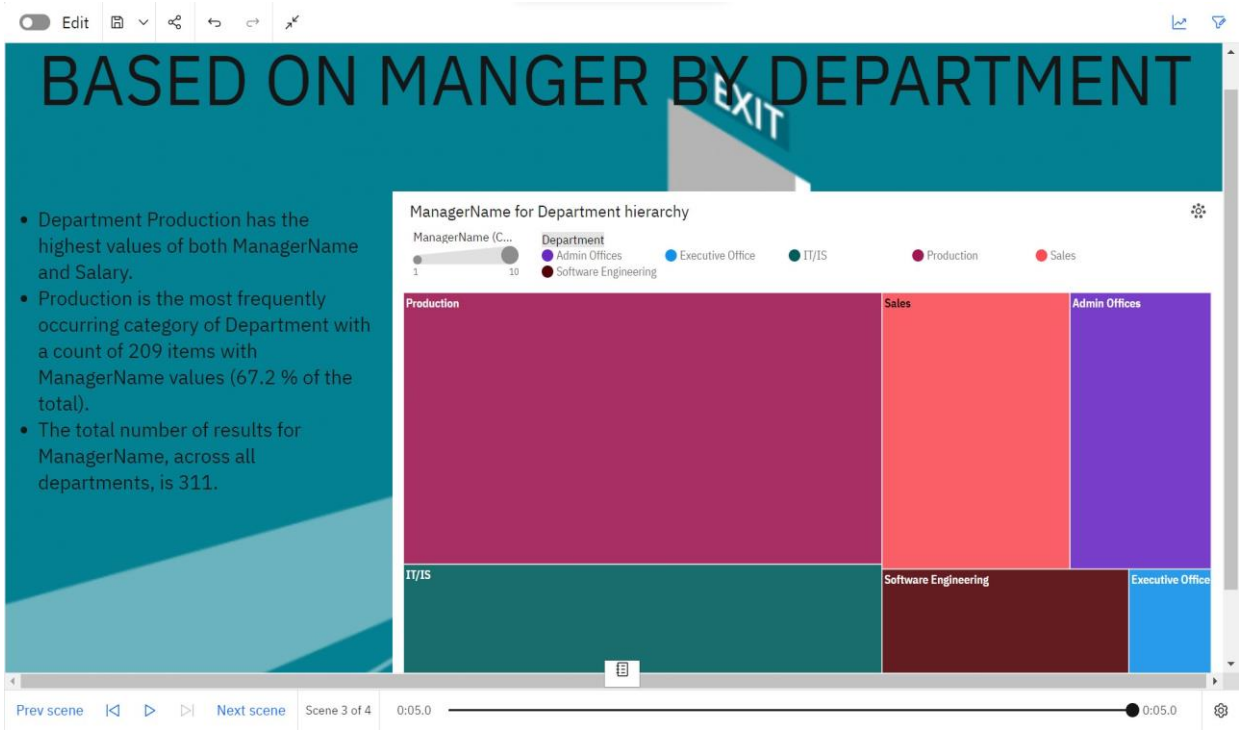


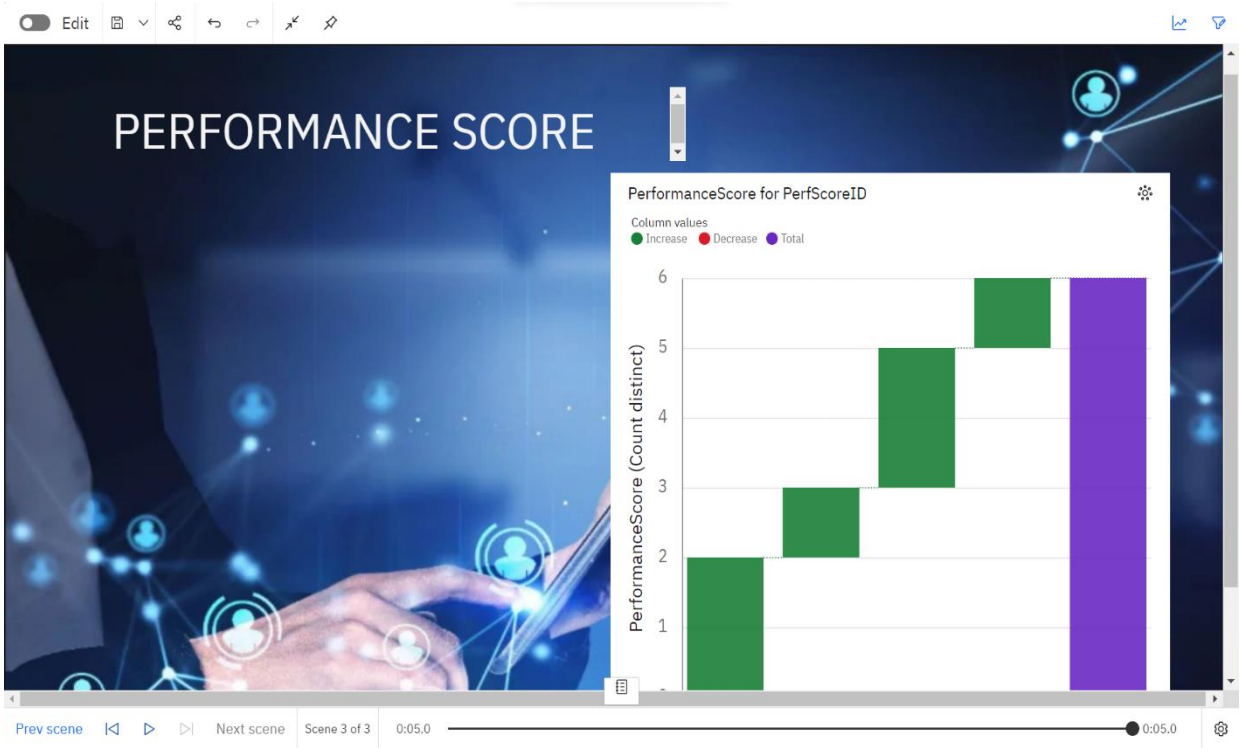
Step 2: Create Template for the Story.



STORY:


Edit
HR DATA ANALYSIS
Prev scene
Next scene
Scene 1 of 3
0:05.0
0:05.0


Edit
BASED ON MANGER BY DEPARTMENT
EXIT
• Department Production has the highest values of both ManagerName and Salary.
• Production is the most frequently occurring category of Department with a count of 209 items with ManagerName values (67.2 % of the total).
• The total number of results for ManagerName, across all departments, is 311.
ManagerName for Department hierarchy
ManagerName (C...
1
10
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Production
Sales
Admin Offices
IT/IS
Software Engineering
Executive Office
Prev scene
Next scene
Scene 3 of 4
0:05.0
0:05.0


Edit
PERFORMANCE SCORE
PerformanceScore for PerfScoreID
Column values
Increase
Decrease
Total
PerformanceScore (Count distinct)
6
5
4
3
2
1
Prev scene
Next scene
Scene 3 of 3
0:05.0
0:05.0